

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

9-CA-43421

Date Filed

JAN 25, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

EARHART PETROLEUM, INC.

b. Number of workers employed

75

c. Address (Street, city, state, and ZIP code)

1494 Lytle Road

Troy

OH

45373-

d. Employer Representative

Jeff

Earhart

Owner

e. Telephone No.

(937)335-2928-

Fax No.

( ) -

f. Type of Establishment (factory, mine, wholesaler, etc.)  
Distributorg. Identify principal product or service  
Petroleum Products

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2006, the above-named Employer discharged (b) (6), (b) (7)(C) because of (b) (6) protected concerted activity by (b) (6) and other employees discussing with management their concerns.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)\*

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) nature or representative of person making charge)

An Individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

01-24-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 9-43426

Date Filed  
JAN 29, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <u>Fischer Management, Inc.</u>		b. Number of Workers Employed <u>450</u>
c. Address (street, city, State, ZIP, Code) <u>2670 Chancellor DR, Ste 300</u> <u>Crestview Hills, Ky 41017</u>	d. Employer Representative <u>Bob Hawksley</u>	e. Telephone No. <u>859-341-4789</u> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <u>Construction</u>	g. Identify Principal Product or Service <u>Residential Homes</u>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about 8-15-06 the above named employer discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in concerted activities protected by Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name and number) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
4a. Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

6. DECLARATION  
that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)	<u>an individual</u> (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.)	<u>1-23-07</u> Date
Address		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 9-CA-43532	Date Filed APRIL 5, 2007

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer PRIDE CAST METALS INC.		b. Number of workers employed 30
c. Address (street, city, state, ZIP code) 2737 COLERAIN AVENUE CINCINNATI, OHIO 45225	d. Employer Representative DEBBIE HAMM HUMAN RESOURCES	e. Telephone No. 513-541-1295 Fax: X
f. Type of Establishment (factory, mine, wholesaler, etc.) FACTORY	g. Identify principal product or service METAL PARTS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C), 2007, the above-named Employer discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full Name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) (CELL) Fax: X
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By X (b) (6), (b) (7)(C)	Title AN INDIVIDUAL	
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C) (CELL)	Date 4/5/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

9-CA-43646

Date Filed

JUNE 6, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Caney Creek Rehabilitation Complex		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 6870 Highway 899 Pippa Passes KY 41844-	d. Employer Representative Charles Boggs	e. Telephone No. (606)368-2802 Fax No. ( ) -
f. Type of Establishment (factory, mine, wholesaler, etc.) Mental Health Facility	g. Identify principal product or service Rehabilitation Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the undersigned was discharged for voicing to management employee complaints over transport assignments and for threatening to file a charge with the National Labor Relations Board. This occurred in the context of the undersigned being on the union bargaining committee.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Carpenters Union

## 6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) I declare the above charge and that the statements are true to the best of my knowledge and belief.

an individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

6-4-11-2007

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(11-8-9)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

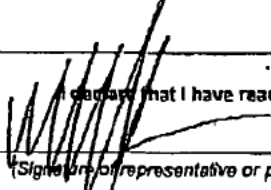
DO NOT WRITE IN THIS SPACE

Case 9-CA-43668

Date Filed  
JUNE 18, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Toyota Motor Manufacturing Kentucky, Inc.		b. Number of Workers Employed 7000
c. Address (street, city, State, ZIP, Code) 1001 Cherry Blossom Way Georgetown, KY 40324	d. Employer Representative Craig Grucza, GM Human Resources	e. Telephone No. (502) 868-2942 Fax No. (502) 868-2893
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Automobiles	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) 3 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) During the last six months, the Company suspended and then discharged (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in violation of the Act.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW		
4a. Address (street and number, city, State, and ZIP Code) 8000 East Jefferson Avenue Detroit, MI 48214		4b. Telephone No. (313) 926-5216 Fax No. (313) 926-5240
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By  William Karges (Signature of representative or person making charge)		Associate General Counsel (Title, if any)
Address 8000 E. Jefferson Ave, Detroit, MI 48214		Fax No. (313) 926-5240 (313) 926-5261 (Telephone No.)
		Date June 18, 2007

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
9-CA-43701Date Filed  
JULY 9, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

UNITED STATES POSTAL SERVICE

b. Number of workers employed  
1200

c. Address (Street, city, state, and ZIP code)

3055 Crescentville Road  
Sharonville OH 45235-

d. Employer Representative

Patrick  
Kane  
Manager of Operators

e. Telephone No.

(513)733-7124

Fax No.

( ) -

f. Type of Establishment (factory, mine, wholesaler, etc.)

Post Office

g. Identify principal product or service

Provides Mail Service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Postal Reorganization Act of 1970.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about April 24, 2007, the above-named Employer discharged Edwin Williams in retaliation for a 2004 EEO Settlement and a January 16, 2007 scheduled EEO hearing.

(b) (6), (b) (7)(C) placed me in a non pay off duty status. I was left in that status approximately 3 months & 3 weeks before any action was taken against (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) was waiting for a final Report from the office of the Inspector General which was issued on (b) (6), (b) (7)(C) 2007. And a copy given to union. (b) (6), (b) (7)(C) Postal Service failed to follow National Labor Contract with APWA and employee labor relations manual

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual

(Signature of representative of person making charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

9-CA-43702

Date Filed

July 11, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Terrace View Gardens		b. Number of workers employed 30
c. Address (Street, city, state, and ZIP code) 3904 North Bend Road Cincinnati OH 45239	d. Employer Representative	e. Telephone No. (513)481-2201 Fax No. ( ) -
f. Type of Establishment (factory, mine, wholesaler, etc.) Health Care	g. Identify principal product or service Nursing Home	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the above-named Employer discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(fax) ( ) -

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

7/11/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

9-CA-43712

Date Filed

JULY 17, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer SPIRIT OF AMERICA NATIONAL BANK		b. Number of workers employed 250
c. Address (Street, city, state, and ZIP code) 1103 Allen Drive Milford OH 45150-	d. Employer Representative Lois Volk Bank Director	e. Telephone No. (513) 576-5300 Fax No. ( ) -
f. Type of Establishment (factory, mine, wholesaler, etc.) Financial Institution	g. Identify principal product or service Banking Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On about (b) (6), (b) (7)(C) 2007, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) having engaged in protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
		Fax No. ( ) -
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual (b) (6), (b) (7)(C) (making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) (fax) ( ) - Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 7/16/07 (Telephone No.) (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
9-CA-43743Date Filed  
JULY 27, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Tri-State Fabricators		b. Number of workers employed 60
c. Address (Street, city, state, and ZIP code) 1146 Ferris Road Amelia OH 45102-	d. Employer Representative Rick Vogt President	e. Telephone No. (513)752-5005 Fax No. (513)752-2539
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service Electrical Parts
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2007, the above-named Employer discharged (b) (6), (b) (7)(C) because (b) (6) discussed (b) (6) wage rate with fellow employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual  
(Signature of representative or person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -  
(b) (6), (b) (7)(C)7-12607  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(11-54)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3012

DO NOT WRITE IN THIS SPACE

Case 9-CA-43763 Date Filed AUGUST 7, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer <b>VAUGHN INDUSTRIES</b>	b. Location Involved: <b>Columbus, OH) 43218</b>		c. Number of Workers Employed <b>350</b>
d. Address (street, city, State, ZIP, Code) <b>1201 East Findlay Street Carey, Ohio 43316</b>	e. Employer Representative <b>Tim Vaughn</b>		f. Telephone No. <b>419-396-3900</b>
g. Type of Establishment (factory, mine, wholesaler, etc.) <b>Electrical Contractor</b>		h. Identify Principal Product or Service <b>Installation of electrical work</b>	
i. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or around the week of April 2, 2007 to April 6, 2007, the above-named employer, Vaughn Industries, violated Section 8(A)(1) of the National Labor Relations Act, when it coerced and interfered with my exercising protected concerted activities by offering me money in exchange for silencing my concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (cell)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 8/7/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 9-CA-43778

Date Filed  
AUG 16, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SAIA MOTOR FREIGHT		b. Number of workers employed 50
c. Address (Street, city, state, and ZIP code) 6380 CENTER PARK CINCINNATI, OHIO 45241	d. Employer Representative JOSH DODSON	e. Telephone No. (513)771-9161 Fax No. (513)771-9226
f. Type of Establishment (factory, mine, wholesaler, etc.) OVER THE ROAD FREIGHT HAULING	g. Identify principal product or service HAULING FREIGHT	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C), 2007 and continuing to the present time the Employer discriminated against its employee (b) (6), (b) (7)(C) by threatening to issue and by issuing discipline to (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(Signature of representative or person making charge)

INDIVIDUAL

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(fax) ( ) -

(b) (6), (b) (7)(C)

(Telephone No.)

Aug 12 2007  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case  
9-CA-43783

Date Filed  
AUGUST 17, 2007

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Norton Hospitals, Inc., dba Norton Suburban Hospital		b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 4001 Dutchmans Lane Louisville, KY 40207	d. Employer Representative John D. Harryman, President, Norton Suburban Hospital	e. Telephone No. 502-893-1000 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Medical services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

In or about (b) (6), (b) (7)(C) 2007, the Employer terminated employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) had exercised rights under Section 7 of the Act, including the right to discuss conditions of (b) (6), (b) (7)(C) employment with other employees.

For months preceding (b) (6), (b) (7)(C) termination, the Employer maintained a requirement which prohibited (b) (6), (b) (7)(C) from discussing certain conditions of employment with other employees.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C) \_\_\_\_\_

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C) \_\_\_\_\_

**4b. Telephone No.**

(b) (6), (b) (7)(C) \_\_\_\_\_

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

By Irwin H. Cutler, Jr. I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  
(signature of representative or person making charge)

Irwin H. Cutler, Jr., Attorney  
(Print/type name and title or office, if any)

(fax) 502-569-2744

Address 429 W. Muhammad Ali, 8th Floor, Louisville, KY 40202

502-587-8600

(Telephone No.)

8-16-07

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

9-CA-43910

Date Filed

OCT 2, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Roadway Express, Inc.b. Number of workers employed  
600

c. Address (Street, city, state, and ZIP code)

10074 Princeton-Glendale Road

Cincinnati

OH

45246-

d. Employer Representative

Tom

Brown

Relay Manager

e. Telephone No.

(513)896-2863

Fax No.

(513)896-2805

f. Type of Establishment (factory, mine, wholesaler, etc.)

Trucking Company

g. Identify principal product or service

Freight Delivery

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

## 6. DECLARATION

I declare that (b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
or representative of person making charge)

An Individual

(Print/Type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) (b) (6), (b) (7)(C)

(Telephone No.)

(date)

10/11/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET  
FORM NLRB-301  
(8-07)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

(Formerly)

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 9-CA-44104	Date Filed
10-CA-37043	10/4/07

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged part named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Atria Johnson Ferry</b>	b. Number of workers employed Approx. 50	
c. Address (Street, city, state and ZIP code) <b>9 Sherwood Lane, Marietta, GA 30067</b>	d. Employer Representative <b>Unknown</b>	e. Telephone Number <b>(770)859-0570</b>
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Assisted Living Facility</b>	g. Identify principal product or service <b>Assisted Living Services</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**Charge I:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

**Applicable Rule:**

**Confidentiality definition-**

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

**Standards of Care-**

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate termination.

11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

**Charge II:**

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

**Applicable Rule-**

**MEDIA COMMUNICATIONS-** "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

**Charge III:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by



maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers.

#### Applicable Rules

##### Solicitation and Distribution of Materials

"Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution."

##### Work Schedule Rules

"Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so."

##### Standards of Conduct

##### Examples of unacceptable conduct

26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Justin Foley

4a. Address (Street and number, city, state and ZIP code)

330 West 42<sup>nd</sup> Street, New York, NY 10036

4b. Telephone Number

212-471-1316

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

#### 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Justin Foley, Researcher

(Print type name and title or office, if any)

(fax)

212-471-1316

(Telephone No.)

October 3, 2007

(date)

Address

330 West 42<sup>nd</sup> Street, Suite 900, New York, NY 10036

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET  
FORM NLRB-501  
(9-07)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

(Formerly)

DO NOT WRITE IN THIS SPACE	
Case 9-CA-44105 10-CA-37044	Date Filed 10/4/07

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Atria Weston Place		b. Number of workers employed Approx. 50
c. Address (Street, city, state and ZIP code) 2900 Lake Brook Blvd., Knoxville, TN 37909	d. Employer Representative LeeAnn Garret	e. Telephone Number (865)584-9857
f. Type of Establishment (factory, mine, wholesaler, etc.) Assisted Living Facility		g. Identify principal product or service Assisted Living Services
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**Charge I:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

**Applicable Rule:****Confidentiality definition-**

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

**Standards of Care-**

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate termination.

11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

**Charge II:**

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

**Applicable Rule-**

**MEDIA COMMUNICATIONS-** "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

**Charge III:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by



(SE: 9-CA-44105 (Formerly) 10 1-37044

maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers.

#### Applicable Rules

##### Solicitation and Distribution of Materials

"Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution."

##### Work Schedule Rules

"Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so."

##### Standards of Conduct

##### Examples of unacceptable conduct

26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Justin Foley

4a. Address (Street and number, city, state and ZIP code)

330 West 42<sup>nd</sup> Street, New York, NY 10036

4b. Telephone Number

212-471-1316

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

#### 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Justin Foley, Researcher

(Print name and title or office, if any)

(fax)

212-471-1316

(Telephone No.)

October 3, 2007

(Date)

Address

330 West 42<sup>nd</sup> Street, Suite 900, New York, NY 10036

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET  
FORM NLRB-501  
(9-07)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case 9-CA-44106 10-CA-37046	Date Filed 10/4/07
--------------------------------	-----------------------

(Formerly)

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged part named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Atria Buckhead		b. Number of workers employed Approx. 50
c. Address (Street, city, state and ZIP code) 2848 Lennox Road, Atlanta, GA 30324	d. Employer Representative Elaine Austin	e. Telephone Number (404)240-2848
f. Type of Establishment (factory, mine, wholesaler, etc.) Assisted Living Facility		g. Identify principal product or service Assisted Living Services
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**Charge I:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

## Applicable Rule:

## Confidentiality definition-

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

## Standards of Care-

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate termination.

11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

**Charge II:**

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

## Applicable Rule-

**MEDIA COMMUNICATIONS-** "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

**Charge III:**

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by



maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers.

#### Applicable Rules

##### Solicitation and Distribution of Materials

"Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution."

##### Work Schedule Rules

"Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so."

##### Standards of Conduct

##### Examples of unacceptable conduct

26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Justin Foley

4a. Address (Street and number, city, state and ZIP code)

330 West 42<sup>nd</sup> Street, New York, NY 10036

4b. Telephone Number

212-471-1316

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

#### 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Justin Foley, Researcher

(Print type name and title or office, if any)

(fax)

212-471-1316

(Telephone No.)

October 3, 2007

(date)

Address

330 West 42<sup>nd</sup> Street, Suite 900, New York, NY 10036